

# Public Hearing

report on

• **Conditions**  
• **In The**  
• **Hispanic**  
• **Community**

NEWARK HUMAN RIGHTS COMMISSION



KENNETH A. GIBSON, MAYOR

EARL HARRIS, MUNICIPAL COUNCIL PRESIDENT

JESSE L. ALLEN  
Councilman-Central Ward

MICHAEL BOTTONE  
Councilman-West Ward

ANTHONY CARRINO  
Councilman-North Ward

ANTHONY GIULIANO  
Councilman-at-Large

SHARPE JAMES  
Councilman-South Ward

HENRY MARTINEZ  
Councilman-East Ward

DONALD TUCKER  
Councilman-at-Large

MARIE VILLANI  
Councilwoman-at-Large

Newark Human Rights Commission

John R. Sharp, Chairman and Member of Hearing Panel

Leonard Chavis, Member of Hearing Panel

Frank Curry

Manuel Geraldo, Member of Hearing Panel

Dr. Russell Greco

Hope Jackson, Member of Hearing Panel

Jacinto L. Marrero, Member of Hearing Panel

Jean Palumbo

Carl Peterman

Johnie Peterson

Dr. Robert V. Small

Daniel J. Warnock

Courtney Weekes

Daniel Williams

Daniel W. Blue, Jr.  
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Human Rights Commission

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Daniel W. Blue, Jr.  
Executive Director

June 17, 1976

The Honorable Kenneth A. Gibson, Mayor  
City of Newark  
City Hall  
Newark, New Jersey 07102

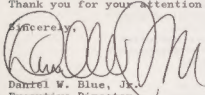
Dear Mayor Gibson:

The Newark Human Rights Commission held Public Hearings on the Conditions in Newark's Hispanic Community on March 24 and 25, 1976. The Hearings were held as a result of a multitude of requests from the leaders of the Hispanic Community to bring to public light the problems facing the Hispanic residents.

We are pleased to present to you our report. The Commission has made a statement of position, findings and recommendations which we hope will meet your approval.

Thank you for your attention in this matter.

Sincerely,



Daniel W. Blue, Jr.  
Executive Director

DWB:PJ:ag



## I. INTRODUCTION

### A. General Setting

The Newark Human Rights Commission is a fifteen-member body appointed by Mayor Kenneth A. Gibson. The Commission is mandated to "...officially encourage and bring about mutual understanding and respect by all groups in the city, eliminate prejudice, intolerance, bigotry, discrimination and disorder and help give effect to the guarantee of equal rights for all as assured by the constitution and laws of the state."

The Commission decision to hold a public hearing on the conditions in the Hispanic Community came in late 1975. Repeatedly, the Commission had received complaints that the Hispanic community was not getting its "fair share" of services, jobs, and funding through city agencies, and that Hispanic concerns were not being responded to adequately. Moreover, it was felt that wounds created by the September 1974 disturbances had never been properly healed.

The Commission realized that the growing number of Hispanics in Newark must be heard. And, even more importantly, must be answered.

### B. Background

Rev. John R. Sharp, Chairman of the Commission, headed the hearing panel. Four other Commissioners, Hope Jackson, Jacinto Marrero, Leonard Chavis and Manuel Geraldo, were chosen to serve. Prior to the hearing, this panel was supplied with background information on existing services for Hispanics in Newark, a statistical population analysis, preliminary report regarding city funding of programs for Spanish-speaking residents, and other data. Procedures for the actual hearing were devised at that time.

Publication of notification for the hearing was broad. Press releases in both English and Spanish were disseminated to all metropolitan area media of both languages. Bilingual posters, prepared by the Newark Public Information Office, were distributed throughout the City.

The Commission compiled extensive mailing lists of Hispanic agencies and individuals. Approximately five hundred letters and fliers inviting participation were mailed to these groups, as well as all area social service agencies and city, county and state officials. Prior registration to speak was requested. As of March 22, 1976, fifty-four speakers had registered.

Subsequent to the hearings, additional research was conducted to attempt to answer questions raised by speakers and members of the panel.

The Commission's recommendations, then, will be based not only on the hearings, but also on other vital data.

### C. Overview

The Commission is gravely aware of the need for all of Newark's citizens to be treated equally, to share equally in every aspect of the city's life.

In his statement to the panel, Mayor Gibson summarized this feeling when he said "Newark citizens cannot fall into a trap of going on who has the most, but must strive for everyone, everyone to have it better. All of my instincts cause me to believe that the people of Newark should share equally all of our resources, both public and private, according to their ability. However, we must examine closely what there is to share in

the depressed economy in the private sector, further aggravated by budget cutbacks and layoffs in the public sector in government.

"We can share unemployment, equally. We can pay outrageous property taxes, equally. We can endure inadequate medical care, equally. We can inhabit unsatisfactory housing, equally. We can expose our children to educational systems which need improvement, equally. This is not the kind of equality our citizens deserve."

The Commission believes that Hispanics in Newark, New Jersey and the nation must receive a positive kind of equality — equality in education, equality in housing, equality in services, equality in employment. In short, the equality that is an inalienable right of every American.

## 1. Introducción

### A. Ambiente General

La Comisión de Derechos Humanos de Newark es un cuerpo compuesto de 15 miembros nombrados por el Alcalde Kenneth A. Gibson. La Comisión tiene órdenes de "... oficialmente estimular y conseguir mutua comprensión y respeto entre todos los grupos de la ciudad, eliminar prejuicios, intolerancia, fanatismo, discrimin y desorden, y ayudar a que se efectúe la garantía de derechos equitativos para todos los ciudadanos según lo aseguran la Constitución y las Leyes del Estado de Nueva Jersey".

La decisión de la Comisión de llevar a cabo vistas públicas sobre las condiciones de la comunidad hispana surgió a fines de 1975. Repetidamente, la Comisión ha recibido querellas de que la comunidad hispana no ha estado recibiendo su "justa participación" de los servicios, empleos y fondos de las agencias municipales, y que no se estaba respondiendo adecuadamente a las preocupaciones hispanas. Más aún, se ha creído que las heridas creadas por los disturbios de Septiembre de 1974 jamás han sido curadas propiamente.

La Comisión comprende que el número creciente de hispanos de Newark, debe ser escuchado, y, más importante aún, que debe recibir una respuesta.

### B. Antecedentes

El Rev. John R. Sharp, Chairman de la Comisión, dirigió el panel de las vistas públicas. Otros cuatro comisionados, Hope Jackson, Jacinto Marrero, Leonard Chavis y Manuel Gerardo, fueron escogidos para servir como panelistas. Previo a las vistas públicas, este panel recibió información sobre los antecedentes de aquellos servicios existentes para los hispanos de Newark; un análisis de estadísticas poblacionales, un informe preliminar relacionado a los programas subsidiados para los residentes de habla hispana, y otros datos. Los procedimientos a seguir durante las vistas públicas que se efectuaron, fueron diseñados durante este tiempo.

La publicación de información notificando al pueblo sobre las vistas públicas fué amplia. Informes de prensa tanto en Inglés como en Español, fueron diseminados, en ambos lenguajes a todos los medios de prensa del área metropolitana. Afiches bilingües fueron preparados por la Oficina de Información Pública de Newark y distribuidos a través de toda la ciudad.

La Comisión compiló extensas listas de agencias e individuos hispanos. Aproximadamente 500 cartas y hojas sueltas invitando a participar de las vistas fueron enviadas por correo a grupos y personas, así como a todas las agencias de servicio social del área y a oficiales de la ciudad, el condado y el Estado.

Se exigió que las personas que desearan declarar durante las vistas se matricularan con anterioridad. Para Marzo 22 de 1976, 54 oradores se habían inscrito.

Después de las vistas públicas, se condujeron estudios adicionales para tratar de responder a las preguntas y problemas que mencionaron los oradores y los miembros del panel. Las recomendaciones de la Comisión están entonces basadas, no solo en las vistas públicas, sino también en otros datos vitales.

### Revisión

La Comisión está gravemente consciente de la necesidad de que todos los ciudadanos de Newark sean tratados con igualdad y compartan equitativamente cada aspecto de nuestra vida municipal.

En sus declaraciones al Panel, el Alcalde Gibson, resumió su sentimiento cuando dijo: "Los ciudadanos de Newark no deben caer en la trampa de basarse en quien tiene más sino que deberán luchar porque todos tengan lo mejor. Todos mis instintos me obligan a creer que la gente de Newark debe compartir equitativamente todos sus recursos, tanto públicos como privados, de acuerdo a sus habilidades. Sin embargo, debemos examinar de cerca aquello que vamos a compartir de la economía deprimida en el sector privado, la cual se ve aún más agravada por los cortes presupuestarios y cesantías en el sector público del gobierno.

"Podemos compartir el desempleo, equitativamente; podemos pagar impuestos descabellados a la propiedad, equitativamente; podemos soportar servicios médicos inadecuados, equitativamente; podemos habitar viviendas insatisfactorias, equitativamente; podemos exponer a nuestros niños a sistemas educacionales necesitados de mejoras, equitativamente. Esta no es la clase de igualdad que nuestros ciudadanos se merecen".

La Comisión cree que los hispanos de Newark, en Nueva Jersey y en la Nación, deben recibir una clase de igualdad positiva —igualdad en servicios, e igualdad en empleo. En breve, la igualdad que es un derecho inalienable de cada americano.

#### D. CHAIRMAN'S MESSAGE

I am acutely aware that this report of the Commission on the Hispanic hearings will be received with mixed reactions from both the public and those in the public employ.

The latter may feel they are under attack, although the enclosed documentation will surely note that the Commission went to great lengths to enable our public officials to state their records clearly; the former - especially the Hispanic population - will justifiably want to see action and not just more words. It is not our intention to merely level charges or to seek to pacify a troubled situation with words of sympathy. Where this Commission can effect change, we are pledged to do so; where we see the need for change and lack the authority to initiate it, we are pledged to throw our support and our full influence to encouraging those who are in a position to bring about an improvement in the quality of life for our Hispanic citizens.

I wish to thank those who assisted the Commissioners in both the conduct of the hearings and the compilation of this report. The support and guidance of our executive, Daniel Blue, along with the work of our staff support team, Jane Bishkoff and Phyllis Justice, were indispensable. They worked long hours and often served as the needed catalyst to keep the hearing and the research process from bogging down. The patience and support of the Hispanic community, both during the hearing and in the supplying of needed research data, were also indispensable. The openness of the city administration, knowing full well that we would be seeking to expose faults, is highly commendable and demonstrates a spirit that should insure a positive response to the documented needs contained herein.

On behalf of the Commission, I thank you and commend this report to you, with the invitation to join us in seeing that it becomes more than a report as we work towards the implementation of its recommendations.



John R. Sharp  
Chairman  
Newark Human Rights Commission



## II. THE HEARING PROCESS

### A. Explanation

Members of the public were invited to register to speak before the hearing panel on March 24 and 25, 1976. An evening session, from 6 to 10 p.m., was held on March 24, and an afternoon session, from 1 to 5 p.m., was held on March 25. This was planned to allow all segments of the community easy access to the proceedings. Each speaker was asked to limit remarks to seven minutes, to allow time for all speakers to be heard in each of the two four hour sessions. It was announced that a bilingual Human Rights staff member was available as an interpreter, however, only a very small number of people chose to speak Spanish, and these translated their own statements into English.

The Chairman stated at the beginning of each day's hearing that the list of registered speakers would be called first. Those not present during the first round were called on a second time. Subsequent to the pre-registered speakers, members of the audience who had not signed up to speak were given the opportunity to address the panel.

Forty speakers were heard by the Commissioners, resulting in a transcript of over two hundred pages. Following is a listing of those speakers, categorized by their affiliations. As indicated, a broad range of speakers presented their views.

Topics addressed were primarily education, employment, housing, community and city services and funding. Due to space limitations a summary of the testimony, rather than the complete proceedings, is presented here. Wherever possible, this summary is in the speaker's own words.

**B. LISTING OF SPEAKERS**  
**CITY OFFICIALS**

1. Reverend Woods, Department of Personnel
2. Dennis Cherot, Director of Consumer Action
3. Johnny Escobar, Newark Housing Authority, in Charge of Spanish Affairs
4. Chief Marro, Newark Fire Department
5. Chief Barnes, Newark Police Department
6. Nathaniel Washington, Director of Department of Recreation and Parks
7. Gus Barbosa, Fire Department, Community Relations

**ELECTED OFFICIALS**

1. Mayor Kenneth A. Gibson
2. Deputy Mayor Ramon Arceles
3. Councilman Earl Harris, Municipal Council President
4. Councilman Henry Martinez, East Ward Councilman

**INDIVIDUALS**

1. Cinto Maldonado
2. Ramon Noguet
3. Leopoldo Santiago Sanchez
4. Nelson Morales
5. Richard Barreto
6. Raymond Rodriguez
7. Diamond Navaro
8. Melina Candelario

**ORGANIZATIONS**

1. Rafael Jimenez, Hispania of New Jersey
2. Rodney White, Essex County Urban League
3. Ramon Rivera, La Casa De Don Pedro
4. Clifford Monsken, La Casa De Don Pedro
5. Anne Rodriguez, FOCUS
6. Jose Cruz, Young Workers Liberation League
7. Onaldo Fierro, CURA, Incorporated
8. Ike Hopkins, Greater Newark Community Workshop
9. Jose Rivera, Professor, Rutgers Law School
10. Augustin Garcia, Spanish Congress, Kean College
11. Percy Miranda, Hispanic Emergency Council
12. William Canuel, Puerto Rican Veteran Association
13. Sister Deborah Huestigley, Saint Columba Neighborhood Club

## Organizations Continued

- 14 Cristina Vega, Club del Barrio de San Columba  
(Sister Humphreys read for her)
- 15 Caridad La Boy Boricua Awareness Program
- 16 Sergeant Lamana, Essex County Jail
- 17 Trinidad Gonzalez, New Jersey Advisory Committee to the  
U.S. Commission on Civil Rights
- 18 Mercedes Cordeiro, N.J. Division on Civil Rights
- 19 Mario Grande, North Ward Community Relations
- 20 Amilka Velez Lopez, Casa de Don Pedro
- 21 Antonio Espinosa, Chamber of Commerce

**C. BREAKDOWN OF TESTIMONY**  
**PUBLIC HEARING - MARCH 24, 1976**

1. **Rafael Jimenez, Hispania of New Jersey Incorporated**

Mr. Jimenez states the City, State and the Federal Agencies have not provided a Hispanic student with equal and thorough education.

He states, "The lack of Hispanics at the higher levels of educational administration causes an isolation and a lack of input on the decision making process that effects the total Hispanic population of about 12,735 students in Newark."

He cites the following information:

- a) At the Board of Education level there is one Hispanic
- b) There is one Associate Assistant Superintendent
- c) One Hispanic Principal
- d) Two Hispanic Vice-Principals
- e) Five Hispanic Social Workers
- f) A limited number of Guidance Counselors

Mr. Jimenez concludes this is directly related to a finding of the Puerto Rican Congress that 60% of Puerto Rican students were below grade level compared with 38% of Black students and 17% of White students. The dropout rate of Hispanic students is 66% by the senior year.

Mr. Jimenez states, "Merely hiring more Hispanics at the administrative level or increasing the budget for education will not remedy the City's gross inequalities and educational inequities. He wants to see a need for a preponderant number of primary grades where he states is the population with the largest need where the need is greater. This will result in a possibility of rescuing students from dropping out.

He requests the following:

- a) The Education Act, "Be amended to say that the bilingual education will be guaranteed for at least three years, the final decisions" based on testing proficiency of the English language.
- b) Bilingual division implemented within the PTA to encourage Hispanic participation.
- c) Establishment of bilingual - bicultural education programs.
- d) Schools such as Math Science and Social Sciences have available in Spanish.
- e) Hiring and training of Hispanic educational staff to be placed in top administrative positions such as in Broadway In High Webster Drive in Street McKinley Bar neck and East Side where there are substantial numbers of Hispanic students.

2. **Rodney White, Essex County Urban League**

Mr. White stated that he was in favor of a "Compliance Order from the City of Newark in all aspects of living conditions."

He feels The Chamber of Commerce should look into the discriminatory practice of employment which excludes Puerto Rican Spanish Americans Cubans. He further stated that the City of Newark should be the leader in Hispanic employment and not wait for a not to hire additional Hispanic personnel.

### 3 Ramon Rivera, La Casa De Don Pedro

Mr. Rivera stated, the Puerto Rican people, "Have been unable to make our presence as a racialized power as community an issue of racial consciousness in Newark and in Newark." He states that the City has been deficient in making their case known and that the Hispanic lacks the traditional resources which other groups have used to overcome their difficulties. He states that Puerto Ricans have been neglected and that it is their wish to make the Puerto Rican Community an issue of the day.

Mr. Rivera states that there is a total of 95,000 Hispanics in the City of Newark and that Puerto Ricans make up approximately 60,000. This represents 18 percent of the total population of the City of Newark. This takes into consideration the U.S. Census 40 percent of the population which states they admitted in a report entitled "Counting the Forgotten."

Mr. Rivera states the Hispanics were not properly categorized. Brazilians, Spanish Portuguese and even Cubans were all included in the census as being Hispanics because their surnames sounded Hispanic.

Mr. Rivera feels the City's Administration has done little to change the socio-economic conditions of the Puerto Ricans in the City. The percentage of Puerto Ricans employed by the City is 3.5% employed by private business, public service and goods.

7. N.I. Beltrame, Prudent, 50+. He unemployment rate of non-student youth 50+. He feels there should be additional Hispanic appointments to the Board of Education, Manpower Area Council, Housing Commission, Alcohol Beverage Commission, Manpower Advisory Council, and other Commissions.

#### Recommendations

- a) Municipality develop a Statistical Research Unit to compile accurate statistical data about Hispanics and Puerto Ricans; studies are included in such statistics.
- b) City of Newark adopt an Affirmative Action Plan for Hispanics.
- c) "A community development program be developed and funded by municipal funds."
- d) "Mayor Gibson appoint additional members to the Board of Education, Housing Commission, and Judge to the Municipal Court."
- e) Mayor appointed task force developed to implement the recommendations and findings of hearings."

### 4 Clifford Mencken, La Casa de Don Pedro

Mr. Mencken states "the attitude of the City toward Puerto Ricans in refusing to accept them as equals and a reluctance to admit their existence."

Mr. Mencken accuses the City of discrimination in hiring - 3.5% Hispanic employment out of population of 25%.

He accuses the Board of Education of failure to educate Hispanic children. He accuses the Housing Authority of discrimination in hiring and in the rental of housing units. He states Hispanics are under-represented in positions of management, 18% of the populous living in public housing.

He accuses the Police Department of discrimination in hiring, promotions and police brutality.

He accuses the Department of Health and Welfare of discrimination in hiring. He states that although Hispanics represent 18% of the case load, there is only one full time Hispanic employee out of 120 workers.

Mr. Moskowitz accuses the State and Federal system of persecution of Hispanics. Only 11% crimes committed by Hispanics, yet 17% of those incarcerated are Hispanic.

He accused the Federal Government of an "exploiting triangle." Alternative Action Plans. Mr. Moskowitz states the fact that there are 75,000 Hispanics in Newark and 80,000 in Essex County. Of this estimate 68,000 are Puerto Ricans residing in Newark and 13,000 residing in Essex County. He states these figures are accepted by the Puerto Rican Congress and the U.S. Civil Rights Commission's New Jersey Advisory Report, *The Hispanic Participation in Manpower Programs in Newark*.

Mr. Moskowitz wishes the City leaders that when they refuse to safeguard rights and abuse power "It is the right of the people to hold the government accountable." He cites the Branch Brook Park incident of September, 1974, as an example.

#### 5. Casto Maldonado

Mr. Maldonado stated that from the beginning developments of the Hearing is a violation the validity of the Hearing. "To control the realities are discriminatory practices with Puerto Ricans and Hispanics have been a victim of enough in the years."

He further questioned the Commission's "Capacity and offering power to develop relevant significant information and data" due to what is called "political conflict of interest."

Mr. Maldonado stated that the only way justice was going to be obtained would be to have the Federal Government investigate the allegations. He requested that the State Public Accounts Office file an injunction stopping a Federal funding for the City of Newark and Essex County until investigation is completed.

#### 6. Councilman Martinez, East Ward Councilman

Councilman Martinez stated that the Hispanic Community has a viable means of changing the system through the electoral process. "Hispanics can elect individuals who best represent their interests." He gave himself as an example of such and pointed to the fact that he was last instrumental in having Judge John Dies appointed to the Municipal Court as the first Judge of Hispanic origin to be appointed in Newark.

The Councilman stated that Hispanics make up 25% of the Newark City employees whereas they comprise approximately 25% of the population. They are not represented on any of the Boards or Commissions. They are discriminated against in the school system and the Police Department. There are some departments in the Municipal government which have no Hispanic employees at all.

He stated that the Council has been instrumental in improving the environment for the Hispanics in a few major areas but "There is a great deal more that can and should be done by the administration."

He pointed out that Councilman Harris has appointed an assistant of a special Council Committee to investigate allegations of discriminatory practices in certain departments. Starting March 30, 1976, meetings will be initiated to discuss problems concerning the delivery of health services to Hispanic residents in Newark.

#### 7. Anne Rodriguez, FOCUS

Ms. Rodriguez addressed herself to welfare and housing. "Way everyone has always said that Hispanics or Ricans are always on Welfare." She stated she attempted to gather information from the City and County Welfare Departments without beneficial results.

She stated that she sent a questionnaire to Ms. Audrey Messiah, Director of the Department of Public Welfare. She received no response. She refused to contact Frank, who is the Social Security Worker. She obtained the following information:

"Out of 37,000 families, 10% are Hispanic." She stated that they were unable to give her a more detailed breakdown.

In regards to housing she stated that she has clients who have been on a waiting list in Puerto Rico for over a year and a half with no favorable results. She stated that she is not sure if their story is observing the racial guidelines. The waiting list is a first come first served basis, which creates an unnecessary delay in the process of eligibility on intake."

Ms. Rodriguez stated that she had affidavits attesting to the above.

#### 8. Ramon Nogueta, Puerto Rican Political Association

Mr. Nogueta stated that Newark does not benefit from the Federal Government and that the Puerto Rican does not benefit from it.

#### 9. Gilbert Mendez

Mr. Mendez feels that the Puerto Rican is denied opportunities because of the lack of job training programs. He cites the Manpower Training Center as an example. It is located in the predominantly Puerto Rican neighborhood, yet Spanish speaking enrollment is low.

He states that training is a problem. He recommends repairing old houses instead of tearing them down.

Mr. Mendez points out that the Spanish speaking population is over 55,000. Most of them pay taxes. He said, "Very few have opportunity to join the Police Force. The number of Spanish speaking policemen must be increased in order to protect our neighborhood."

#### 10. Jose Cruz, Young Workers Liberation League

Mr. Cruz stated, "The jobless figures for Puerto Ricans, even in normal times, are at the depression level." The unemployment rate for young Puerto Ricans being "From 36% in normal times to 55% during the recession period."

Mr. Cruz stated the programs cited are not few ones, but this time he wants action on them.

He cites the following solutions to the problems:

- a) Vocational training. He stated that a number of young Puerto Ricans are unskilled. "A better education system which addresses itself more importantly to the needs of the Hispanic, principally the Puerto Ricans."
- b) Better job opportunities
- c) Bilingual education, from kindergarten through the 12th grade
- d) Implement a City Affirmative Action Plan for Hispanic employment

Mr. Cruz states funding can come from the United States Military Budget. He feels that the Administration should "Demand" from Washington a cut in the Military Budget."

#### 11. Reverend Woods, Department of Personnel

Reverend Woods represents Branch A of the Department of Personnel. He stated that this administration is an equal opportunity employer. "It does not

administrative procedures and policies against anyone. He further stated that the Personnel Division has not had the opportunity to implement its policies and procedures. He also said that recently appointed Director "has attempted to initiate a few new training programs that might be a means to aid the minorities within the City Government, upgrade them in the position that they hold."

Speaking personally he wanted to let that there were too few Hispanics in the City Government. He imagined that their needs varied from those of mine since I too being a black in this society, have experienced discrimination and still do."

#### 12 Oswaldo Fierro, CURA, Incorporated

Mr. Fierro questioned "How much money does the City of Newark receive every year? Of the money received, how is it spent? How much of it goes to the Hispanic Community? What services does the City of Newark provide to the Hispanic Community?"

He stated that the Hispanic Community in Newark does not have an education. "It's the fault of the society." He asks how is a person without education expected to get a good job. He further states that there are a number of professionals in the Hispanic Community who are qualified in Puerto Rico and are discriminated against because there is a language barrier.

Mr. Fierro further questions how much money does the City provide to service programs for drug addicts. He points out that the number of addicts in the Hispanic Community is large. What is the City doing for the drug addict? "The forgotten minority between the minority."

#### 13 Leopoldo Santiago Sanchez

Mr. Sanchez said those of the Hispanic Community who attended the Hearing were there because they felt the need for change. He stated "realistically you are not making any changes, the Mayor is not making any changes and we have to make changes for ourselves."

#### 14 Nelson Morales

Mr. Morales addressed himself to the plight of dropouts. What are they to do?

He stressed the need for programs to teach vocational skills and trades, for example, carpentry, and mechanics. He stated taking away programs such as the Latin American Cultural Center Program, would cause the dropouts to resume their old activities, sexing, mugging and taking drugs.

#### 15 Ike Hopkins, Greater Newark Community Workshop

Mr. Hopkins stated he felt that the Hearing should be addressing itself to the prevention of an ever increasing growing Blacks against Puerto Ricans. The Blacks in Puerto Ricans are taking over the crumbs. "The same folks that had the cake still have the cake."

He stated the Hearings were similar to those held by Blacks concerning their problems in 1965, 1966, 1967. He said "You don't have to be Hispanic to know what is wrong and you don't have to have a Hearing to know what is wrong."

He suggested that the Newark Human Rights Commission should get out into the Community and find out the problems.



**BREAKDOWN OF TESTIMONY**  
**PUBLIC HEARING – MARCH 25, 1976**

**1 City Council President Earl Harris**

Asked for lack of control over the City employment and the City Superintendent of the City Council has asked Administration to make plans to achieve Equal Employment Opportunities for Construction sites and in leases, franchises, and contracts

Has supported Judge Dios and supports another Hispanic to fill the vacancy

Urges Housing Authority to increase number of Hispanics

Urges increased funding for bilingual education and daycare

Asked for steps to be taken Harris will not expect action to take out of Districts post bilingual signs language barriers should be eliminated

**2 Mayor Kenneth A. Gibson**

Presented a series of questions on equal employment opportunities and equality which indicate serious difficulties in affording housing security care for the young and the old and the poor free of crime. Answers must not only solve social conditions in the Hispanic community but also the government of services. Must strive for equality, a better quality of life for all minorities improve efficiency of the apparatus of resources to future social conditions. Jobs must be created, and all Newark citizens should hold the Private Sector, State and National government accountable

**3 Deputy Mayor Ramon Aneses**

Denied Mayor Gibson's statement in Spanish. Upon questioning from the panel Mr. Aneses states that Newark's bilingual education program was the first in New Jersey and one of the best in the nation. Mr. Aneses was requested to have a representative of the Board of Education appear at the hearing. He replied he would bring it up to the Mayor and let the panel know.

**4 ✓ Jose Rivera – Professor, Rutgers Law School**

In 1974 Mr. Rivera stated and repeated now the attitude of this Administration and citizens of the City of Newark with respect to the Puerto Rican community was directly analogous to the same attitude of the late sixties of the Addonizio Administration to the Black Community. He felt problems were ignored.

Puerto Rican community has been attacked on two fronts. The majority predominantly White community has engaged in classic discriminatory tactics. Now a Black "piece of the pie syndrome" is felt. The Latin Community is concerned about housing employment education.

Puerto Ricans and other Latins are excluded from job opportunities. What seemed a language barrier is not a problem but a huge barrier and barrier. Being bilingual in Newark is treated as a sign that you are less than normal. Looking for jobs in the City and State is not job related and excludes those who do not speak English.

In Hearing Spanish speaking people occupy the scraps of housing that Blacks have left behind. The City allows that.

Education over this with housing and employment. Puerto Rican children are trapped so that by virtue of their status "...they will never be able to achieve academic competence

Representative made to the Commission and State that "Our states are granted "...to view the Commission's jurisdiction" over discrimination in Newark and receive monies from the Federal Government to enforce its mandate

In response to justifying Mr. River stated that the program for Hispanic students at Rutgers is being phased out, as well as other programs addressed to equal educational opportunities. These programs are bearing the brunt of cutbacks

• **Augustin Garcia** President, Latin Fraternity and Vice President, Spanish Social Club at Kean College

Mr. Garcia represented 700 Spanish speaking students at Kean College. He requested the Commission consider opportunities in higher education for Hispanics so that there would be qualified leaders in the community

The unemployment rate of Black and Hispanic youth in New Jersey is now 40 to 50 percent. If tuition hikes and cutbacks continue, this rate will go higher

Use of a race/ethnicity based policies defeat Spanish speaking students attempts to enter college. The proposed budget cuts will reduce 26,000 freshmen from 8 State Colleges and freshman enrollment at Kean will go from 66% to 47%. The Spanish Speaking Student Program will be eliminated by defacto administration programs. Mr. Garcia asked the Commission's support in emphasizing the damage this will be done to minorities

• **Percy Miranda--Hispanic Emergency Council, Director**

Mr. Miranda stated the Hispanic community has had plenty of communications with the Administration, but these recommendations have fallen on deaf ears. He urged that unless City officials implement a "affirmative course of action to begin remedying the inequalities of services and benefits and opportunities received by the Hispanic Community, we still will have other or possibly many 1974 Labor Day Weekends incidents"

Many millions of dollars in funding comes into the city for programs, but our Hispanic Community in 99% of the situations are excluded from direct participation from those programs." The distribution of resources, planning and implementation of programs is not equitable. The Hispanic community is mentioned in figures and planning "...but we are never included in the receipt of the benefits of those programs"

The Hispanic Community has been kept outside of the political process. In 1975, of 35,000 eligible Hispanic voters in Essex County, only 5,000 were registered. Hispanic Emergency Council and other groups have registered more, but the city could have made a better effort

Data and information concerning Hispanics is difficult to obtain from the City. Of 6,000 employees, only 2% are Hispanic. Most have been laid off from the Police Department. 40% of the Hispanics in Newark are below Federal poverty standards. State money has been withdrawn from a Hispanic Affairs Senior Citizen Program because the City failed to implement it

Mr. Miranda recommended broad Affirmative Action to ensure "at least 15% participation in all programs, projects, City employment, and subcontracts."

On 4/24/75, Mr. [redacted] advised that he had discussed the issue with Mayor J. Mayors. The Mayor's Office "Spang" was not sure that the Hispanic Affairs Office of the Administration was not, and the issue became confused after a series of meetings.

**7 William Cancel - Puerto Rican Veterans Association**

Mr. Cancel had some doubt as to the effectiveness of the hearings.

He said he was going to get information on the pay raising funds for the Mayor's Office "but it seems to me that there is some secret that they have kept because I think they are afraid to call me back."

"The same thing happens with CMDS. They have failed to meet the needs of all the Hispanics." Mr. Cancel stated that "throughout the State in the early part of 1975, 23% of the Puerto Rican population are unemployed, 60% are underemployed."

Regarding the issue, the Mayor disclosed the "Secret" to the Mayor's Office, revealing that funds will be paid to the Mayor's Office. Notices of these contracts to appropriate Advisory Committee should be published and the Puerto Rican representation appointed to the Notices addresses salaries and years of service of City employees should be published.

Many Puerto Rican students are excluded from sports because of their names. Mr. Cancel requested the City publish the budget and a list of all Federal State and County monies received and their disbursement. Some of this money should go to legal and bilingual education.

The business community is also unresponsive to Hispanics even though the Urban Coalition is led by a "Spanish" politician who is not to say the least in the airport contracts.

Last March 1975, Mr. Cancel's group submitted a proposal to train 200 non-English speaking Hispanics in radio/TV technicians with English added. That proposal never left the desk of Mr. Harry Wakele and they haven't had the courtesy of notifying the Puerto Rican Veterans Association that the proposal has been either rejected or approved.

**8 Dennis Cherot, Director Newark Office of Consumer Action**

Low income and minority consumers have historically fared less well in the marketplace than others. For this reason NOCA was formed. The program has a bilingual component, 17% of NOCA staff is Hispanic, and this is vital to its operation.

There are bilingual case investigators and bilingual Consumer Education programs, and a monthly bilingual newsletter. NOCA is strongly advocating bilingual contracts a matter which is being proposed by the Federal Trade Commission.

Mr. Cherot was commended by [redacted] for his interest in the Hispanic community displayed by his testifying.

**Johnny Escobar - Community Relations Specialist, Division of Family and Community Services of the Newark Housing Authority**

"In mentioning the Broomfield, Mr. Escobar stated that many Puerto Ricans have to get up and die for this country and they proportionately are represented in the largest single ethnic group in the United States. They are forgotten as soon as the emergency snow emergency is over and a better life but is in getting employment services and benefits. Puerto Ricans have been exploited, humiliated and deprived of the right of the most successful and prosperous. "What are you going for the Puerto Ricans and Hispanics."

"Poor" Ricans are tired of getting just a few crumbs from the pie when we have to bake it."

Relative to housing Mr. Escobar stated "The Newark Housing Authority has approximately 30,000 housing units and only 186 are being used by Hispanics. One of the best projects in the City has only one Hispanic family out of a total of 354 units. He urged the appointment of a Hispanic to the Housing Authority Board and the hiring of a bilingual lawyer and legal nonprofessional. Hispanic police and managers of projects must be increased and explanations of responsibilities and privileges of tenants should be available to tenants in Spanish.

In response to questioning Mr. Escobar stated that the reason there are not more Hispanics in City owned housing is that prospective tenants go through the manager of a project and a screening committee and this committee acts in a discriminatory manner.

**Sister Deborah Humphreys-Saint Columba Neighborhood Club**

The families in the South Broad Street community feel "a sense of hopelessness of feeling that our homes are located in a forgotten neighborhood where essential community services such as supermarkets, doctors, lawyers, artists and recreation are lacking. Services have closed and been replaced with " stores with exorbitant prices, luncheonettes that traffic in drugs, houses of prostitution flagrant in operation and poorly maintained old buildings."

"The increasing level of unemployment, rising medical costs and the extreme cutbacks proposed for Medicaid, as well as the growing number of families who cannot qualify for any income maintenance program" shows the need for new collective strategies.

Rehabilitation in the area has been forcing many families, Hispanic among them to leave the area. They can't afford higher rents. The rehabilitation planners " receive federal money and will say to us who will be able to live here and who must move the effect on our neighborhood is devastating."

"The results of rehabilitation are small housing units that increase rental almost if a rate beyond the rental guidelines of the city."

**Christina Vega-Saint Columba Neighborhood Club (Statement read by Sister Deborah Humphreys)**

Ms. Vega's statement expressed the need to build a community "of solidarity and significance" where individual and social needs can be fulfilled and resources are available. Her group is trying to "build a community where there's respect, opportunities for learning, creating and producing and power to influence the future." Avenues of participation in the economic system must be opened.

**12. Caridad LaBoy - Boricua Awareness Program**

Ms. LaBoy's commitment to this federally funded program began in September of 1975. The program aims to educate and sensitize the employees of the Department of Health and Welfare about Puerto Rican culture so that they can provide better services. "Because of staff shortages, budgeting, and as only one government Public Health Service staff, this one program is not enough."

"We also need to increase the amount of Puerto Ricans employed in the health field - administrators, doctors, nurses, as well as health aides and clerks." She asked that a committee be established to work on this program.

**13. Chief Marron - Newark Fire Department - Community Relations Division (Representing Director John Caufield)**

Many problems exist in Fire Education and it is the poor who tend to get the brunt of the city's fire problem. The N.F.D. would work with any group to make the city safer and encourage use of the Fire Prevention Bureau.

Past minority recruitment programs have not been successful and there will be approximately 25 openings in the next 5 years. The Fire Department wants to increase the number of minorities within the Fire Service framework, which requires high school graduation and 18 to 35 years old. The Department will help applicants prepare for the examination.

In response to questions, Chief Marron stated that obstacles to enlisting Hispanic firefighters are the high school education and getting the applicants to those who would be interested.

**14. Richard Barretto**

Mr. Barretto felt Hispanic school children were discriminated against which results in low grades, low self-esteem, and eventually low money, low housing and the slow death. "He stressed the need for Puerto Rican teachers to break the cycle."

In the health field, Hispanic workers are needed who can relate to the culture.

**15. Sergeant Jose Lamana - Essex County Jail**

Sgt. Lamana discusses the inequities of the bail system which discriminates against the poor and there are too many Spanispeaking people dealt with. It often "costs over a thousand dollars just to keep an inmate in the Essex County Jail (\$42.50 a day) because the City of Newark has given him a \$50 bail" he cannot make.

His other concern is the lack of Hispanic police officers. "Over 1400 police officers and only 22 Spanispeaking officers for a population of about 80,000 Spanispeaking citizens in Newark." There is also a lack of promotions for them.

He stressed the need for bilingual tests which would upgrade rather than downgrade the job.

**16 Trinidad Gonzalez — member of N J Advisory Committee of the U.S. Commission on Civil Rights**

As a result of September 1947, a widespread expressed by the Hispanic community with its general social needs states. The Committee reviewed "Hispanic participation in Newark's Comprehensive Manpower Training Program" through CHIA's Fund VI. The Committee looked at staffing salaries and cost makeup of the Mayor's Office's Manpower and Planning (CMDS) and Newark's Public Service Employment Program as well as the makeup of CHIA's subcontractors. This report was submitted to the Mayor for review and was being prepared as the final report would be set by next Monday, March 29. Requested the final report be included as testimony.

**Findings listed**

1. The Manpower Advisory Committee had an underrepresentation of Hispanics
2. "Local Manpower programs " Hispanics were concentrated in middle to mid lower salary ranges." Improvements were made in the overall number of Hispanics
3. Of the two major programs (CMDS and PSEP) "one has substantial Hispanics involved. Here, too, improvements have occurred
4. There are contractors who represent Hispanics in numbers and salaries, three do not

Ms. Gonzalez then explained her Committee's functions and asked to be consulted as to issues and problems. The problems of the Manpower programs mainly lie with those organizations funded by CETA, and there should be affirmative action re these subcontractors.

**17 Chief Anthony Barres — Newark Police Department**

Chances of communication between community and police must be open. This is a positive way to reduce the possibility of conflict. The "negative past" must be transformed to the "positive future." The Police Department and Hispanic community must learn to coexist. "Police in their first and roles are subject to the collective frustrations of an aggrieved people to a greater extent than any other social agency."

The number of Hispanic officers has increased from 2 a few years ago to 22. There were 5 Hispanic Communications Aides who are civilians hired initially but one have left due to the job's around the clock nature. A new communication unit with provisions for Spanish speaking workers, is now being organized.

In the coming summer, help from the Hispanic community will be needed for the fire hydrant problem.

In response to questioning, Chief Barres discussed the manner in which Police statistics are kept. He mentioned the Federal study that indicated the accuracy of Newark's reporting.

The Commission's concern was the accuracy of juvenile crime ethnic breakdowns. Chief Barres stated that the system can be revised, and welcomed Commission input.

Chief Barnes also expressed the need for more Hispanic officers and Civil Service changes. He suggested that the Police Department be given \$500,000 per year for recruitment. Spanish recruitment is statewide, so there are proportionately less Hispanics.

"The Police Department could create within itself attitudes of sensitivity and understanding toward minority community." Now there is a small Spanish bar district off Park Avenue. Chief Barnes said the need for more Hispanic police is the highest priority," but recruitment efforts have not been too successful.

#### 8 Raymond Rodriguez

Mr. Rodriguez was a taxi driver at Brook Park in September 194 and witnessed "the militia. They were the police of Newark. They came in firing their weapons. Police were dogged with." He asked who shot the two people that week and said, "There are criminals employed by the Police Department." He feels he and other Hispanics now are in fear on the streets, and related an incident of police harassment.

Last summer he was involved with a dispute over conga players in Elwood Park, in which 173 people were arrested. Conga players carried assault weapons. "An anti-noise ordinance was then changed from 12 midnight to 8 a.m. prohibits to 8 a.m. 18th Neighborhood people and not allowed to play music." Mr. Rodriguez asked the Commission to work on changing the ordinance back.

He also asked for a local investigation of the Police Department and questioned new \$500,000 firing range in the Port Newark Industrial Center.

#### 9 Mercedes Cordeiro — New Jersey Division on Civil Rights, Investigator

Bilingual investigator on duty at the Office of the Attorney General. Cases ever increasing.

Here many ethnic groups in the Hispanic community are because of the lack of jobs, the establishment pits them against each other.

Mrs. Cordeiro requested interpreters in all municipal establishments and clerical difficulties encountered by those who do not speak English in getting jobs and public housing.

Many educated Hispanics are discouraged by Civil Service because bilingual jobs pay less.

Regarding the State Division the narrowing of jurisdiction so that it can not investigate higher education across rights to poor people in Newark in accordance with the Law against Discrimination.

#### 20 Nathaniel Washington — Director, Newark Department of Recreation and Parks

Recreation is a constitutional right. The pursuit of happiness. This is the way true in Newark, because recreation is considered "as a non-central, non-essential service." They have been attempts to include recreation in Revenue Sharing funds.

The Department of Recreation has been criticized for "short changing the Hispanic Community as it related to summer activities." Before the Department's establishment in 1977, services were distributed by various agencies and organizations. Now the Department of Recreation provides opportunities across the board, uses City and Federal funds to provide play street and city camps. His Department worked with groups including Hispanic, but must ask the programs be open to all. Distribution of activities was attempted on an equal ward by ward basis.

Of about 300 employees, there are 22 or 23 Hispanics in the entire department, but less than one for recreation personnel. Mr. Washington Lopez has no answer to answer the recreation needs of our people, and did not want to be construed as "trying to minimize or justify the need for concerted efforts in providing greater opportunities to the Hispanic community."

21 **Gus Barbosa — Newark Fire Department, Community Relations**

Mr. Barbosa displayed fire prevention literature to be distributed in English, Spanish and Portuguese.

22 **Mario Grande — North Ward Community Relations and Italian-American Defense League**

Mr. Grande had been instructed not to speak on behalf of the Italian-American Defense League due to the "severity of the climate in the North Ward."

He stated that there is no Hispanic problem. "We are the ones who discriminate." He fought in 1953 with many Puerto Rican soldiers who "died for America."

He spoke of the need for summer jobs for youth with whom he has worked and demonstrated for many years, as well as the split in the city. He commended Deputy Chief Caffery who is now deceased, and Captain Tanel of the Fire Department for their help to the Spanish community.

23 **Amilka Velez Lopez — Casa De Don Pedro**

Mr. Lopez stated that so few of the "over 85 thousand Puerto Ricans or 18% of the total population" were at the hearings was because they saw it as "just another Mickey Mouse conference."

He doubted any results of the hearing.

All levels of government must "help us remedy those conditions which entrap us in a vicious cycle of poverty." The streets of Newark with unemployment, crime and drug abuse show that the social system doesn't prepare Puerto Ricans for higher education or the labor market.

Less than 5% of Newark's employee population is Hispanic, with only 1% of Hispanics as professionals. From the 1970 census, only 6% of Spanish youth between 17 and 21 were not in school. The drop-out rate is extremely high, but is not accurately reported.

In 1974, 156 Puerto Ricans graduated Newark High Schools. Statistically, that means almost 400 of that age who did not. "70% of the Puerto Ricans in the age bracket of 18-24 have not completed high school." Puerto Ricans see education priorities differently than the schools. "By the time Puerto Rican children reach the sixth grade, 80% are below reading level."

Mr. Lopez made 8 specific recommendations:

1. Comprehensive bilingual education program through all grades

2. Employment of Puerto Rican guidance counselors to help children and make them aware of opportunities

3. Establish a Basic Occupational Training program to help those out of school, learn specific job and the language needed for it.



- 4 Establish an Alternative education high school, like that in the East Ward
- 5 Move Puerto Rican children to the schools closest to their homes served to East 1st streets
- 6 Establish tutoring and remedial Education programs in English and Spanish
- 7 Bilingual Report Cards
- 8 Restoration of funds to programs such as CURA and Casa de Don Pedro

**24 Antonio Espinosa – Chamber of Commerce**

"The Chamber estimates the current Hispanic population at 103,000 or 16% of Newark's population. Most Hispanics in Newark do not come from other centers and some here out of economic necessity. Some are illegal aliens.

He cited problems with language discrimination and poor housing. In jobs, the last hired is still the first fired, and the need for unskilled labor is acute. The chamber is trying to bring in more jobs.

Newark's educational system does not produce Hispanics qualified for jobs. The bilingual program has helped but must be improved. "Hispanics too must realize the value of an education."

Legal and health costs are also a burden. The trouble in our nation results in a vicious circle with lack of education, employment, understanding and opportunity causing each other."

**25 Diamond Navarro**

Ms. Navarro spoke against the proposed budget cuts in bilingual education in New Jersey. "The State intends to dissolve the State Bureau of Bilingual Education."

In Newark, over 10,000 students in 32 schools are in the program, and can now experience success in school. They are now getting necessary skills to participate successfully in society.

The bilingual, bicultural education bill passed last year "is an effort to get nearly 80,000 children who have language difficulties to succeed in their academic subjects." It makes no sense not to provide money needed to operate.

The state tax structure must be revised to help education, to an income tax if necessary.

Ms. Navarro is a bilingual, bicultural teacher in Newark. This city does comply with the law.

**26 Melonia Candelario**

Ms. Candelario spoke of "our education, and it's going down the drain. The state and the city are to blame."

Going into Webster Junior High, students are seen in the hall, cutting classes and using drugs. Children who want an education are denied it by improper administration. She demanded the principal of this school be changed.

There are no Hispanics in Webster's principal's office, so the parents cannot speak to anyone. The administration doesn't want parents to know what's going on, and there's unqualified personnel. Community para-professionals and teachers should be recruited. Bilingual education must be stressed as well as compulsory in-service workshops to sensitive administrators. She asked for a report from the Board of Education by May 1976.

### III. ADDITIONAL DATA

#### A. Explanation

Following the hearing, a review of the transcripts was conducted by the Commissioners on the hearing panel and staff members. It was soon discovered that many more questions were raised by the hearings than answered by it. Some testimony conflicted regarding population statistics, some made serious allegations about needs and services, other concerns required immediate responses.

The Commissioners felt that in order to make valid recommendations they could not rely solely on the testimony. The Special Services and Information Unit of the Commission staff was then assigned to gather additional information in certain designated areas. Some of the necessary data was already in the hands of the agency. Other material was requested from outside sources. A compilation of pertinent data follows.

#### B. Population Data

The number of Hispanics in Newark at this time is not known. Census figures have been changed from many different quarters. Even among those testifying at the hearing, estimates varied.

The 1970 United States Census listed 382,377 persons living in Newark. Of these 27,443 persons, or 7.2%, were listed as being of "Puerto Rican birth or parentage" and total Hispanics as 45,771. Spanish is designated as the "mother tongue" of 42.20%, or 11.0 percent, of Newark's total population.

To quote Ramon Rivera of La Casa de Don Pedro during the hearing proceedings: "If we believe that the U.S. Census has seriously undercounted blacks and Puerto Ricans as reported, and that count is 40 percent more than the census reported, we can safely say that the total of Hispanics is 95,000. If we want to be conservative, we can drop down to 85,000. Out of that figure we can safely estimate that 60,000 are Puerto Ricans. That represents 18 percent of the total population of the City of Newark."

A 1974 report of the U.S. Commission on Civil Rights, "Counting the Forgotten: seriously questions the accuracy of the census. The Commission report concludes: "While it is clear that, in the 1970 census, the Bureau's efforts to enumerate persons of Spanish-speaking background were greater than in any previous census, they were not well thought out and as a result were inadequate. Contrary to the Bureau's position, we believe that there is strong evidence that the Spanish speaking background population was undercounted substantially in that census."

In another U.S. Civil Rights Commission report, "Hispanic Participation in Manpower Programs in Newark, New Jersey," the U.S. Civil Rights Commission Advisory Committee makes the following estimate: "Over 1975 figures place Newark's black population near 260,000 and the Hispanic, about 64,000, or 4.5 percent black and 4.6 percent Hispanic, assuming 400,000 as the city's total population."

The Puerto Rican Congress of New Jersey, Inc., in its December 1974 report "Demographic Trends and Projections for New Jersey Hispanics" indicates a total of 68,374 Puerto Ricans and 33,711 other Hispanics for a total of 102,085 Hispanics in Essex County. La Casa de Don Pedro extrapolates this figure to 108,000 for January 1976.

The above figures are simply a summary of available data. Other speakers at the hearing indicated other estimates; however, these are seen to be representative.

### C A Sampling of Private Industry

A sampling of major manufacturing firms in the City of Newark were contacted regarding the ethnic breakdown of their employees. The following information is a sample listing of a few companies in the City as it relates to their employment of Hispanics. Please note the dates of these reports as the makeup may have altered since compilation.

#### **Motor Club of America** As of April 15, 1975

Total Number of Employees - 372

Total Male - 159

Total Female - 213

Spanish Surname - Male 6

Spanish Surname - Female 27

#### **Breakdown of Hispanic employment:**

	Hispanic		Total Male	Total Female
	Male	Female		
Officials and managers	0	0	36	11
Professional	3	0	63	5
Technicians	1	1	30	11
Sales Workers	0	0	4	
Office and Clerical	2	26	18	177
Craftsman (skilled)	0	0	5	0
Operatives (semi-skilled)	0	0	0	0
Laborers (unskilled)	0	0	0	0
Service Workers	0	0	3	6

#### **Anheuser-Busch, Inc.** As of July 31, 1975

Total Number of Employees - 1,338

Total Male - 1,296

Total Female - 42

Spanish Surname - Male 15

Spanish Surname - Female 4

#### **Breakdown of Hispanic employment:**

	Hispanic		Total Male	Total Female
	Male	Female		
Officials and managers	0	0	136	0
Professionals	0	0	11	3
Technicians	2	0	37	0
Sales Workers	4	0	31	0
Office and clerical	0	4	45	38
Craftsman (skilled)	1	0	138	0
Operatives (semi-skilled)	5	0	871	0
Laborers (unskilled)	2	0	6	0
Service Workers	1	0	21	0

**Blue Cross and Blue Shield — As of May 30, 1975**

Total Number of Employees 445

Total Male 68

Total Female 377

Spanish Surname Male 2

Spanish Surname Female 18

**Breakdown of Hispanic employment:**

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	1	1	37	16
Professional	0	0	20	23
Technicians	0	1	5	49
Sales Workers	0	0	0	0
Office and clerical	1	16	6	289
Craftsman (skilled)	0	0	0	0
Operatives (semi-skilled)	0	0	0	0
Laborers (unskilled)	0	0	0	0
Service Workers	0	0	0	0

**Mutual Benefit Life Insurance Company — As of 1975**

Total Number of Employees 2,009

Total Male 624

Total Female 1,385

Spanish Surname Male 9

Spanish Surname Female 71

**Breakdown of Hispanic employment**

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	1	0	172	6
Professionals	0	1	214	59
Technicians	0	0	47	20
Sales Workers	0	0	0	0
Office and Clerical	7	69	177	1291
Craftsmen	0	0	1	0
Operatives (semi-skilled)	1	1	11	9
Laborers	0	0	0	0
Service Workers	0	0	2	0

**Public Service Electric and Gas Company — As of April 30, 1975**

Total Number of Employees 14,032

Total Male 12,337

Total Female 1,695

Spanish Surname Male 249

Spanish Surname Female 41

**Breakdown of Hispanic employment.**

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	21	1	2,169	35
Professionals	10	0	773	38
Technicians	11	0	846	8
Sales Workers	0	0	0	0
Office and clerical	48	40	1,923	1,527
Craftsmen (skilled)	96	0	4,708	1
Operatives (semi-skilled)	29	0	1,176	4
Laborers (unskilled)	20	0	420	3
Service Workers	14	0	322	83

**New Jersey Bell Telephone Company As of April 29, 1975**

Total Number of Employees 30,435

Total Male 15,590

Total Female 14,845

Spanish Surname Male 342

Spanish Surname Female 367

**Breakdown of Hispanic employment**

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	6	16	2,656	1,718
Professional	14	17	2,187	892
Technicians	2	8	94	146
Sales Workers	1	2	436	91
Office and clerical	51	312	1,059	11,239
Craftsmen (skilled)	204	6	8,516	491
Operatives (semi skilled)	15	1	297	12
Laborers	0	0	0	0
Service workers	49	5	345	256

## D Higher Education Within the City of Newark

Subsequent to the hearings, institutions of higher learning were requested to submit other breakdowns of students by city and staff. Schools contacted were Essex County College, New Jersey Institute of Technology, Rutgers-Newark and the College of Medicine and Dentistry of New Jersey. Data was extremely cooperative. However, as of this writing, critical information is not yet been received by the Newark Human Rights Commission. Following is data compiled as of June 11, 1976.

### New Jersey Institute of Technology

Faculty - 1 Hispanic in approximately 300

Student body - undergraduates

	Full Time Total	Part Time Total 992
Black	175	45
Native American	10	10
Oriental	78	27
Spanish-speaking	115	33
Others	2547	887

### Rutgers Newark

The following figures are as of Fall 1975. 'Other' denotes students about whom there is no information.

Student Body

Newark College of Arts & Sciences

Total	4091
White	2436
Black	602
Puerto Rican	65
Other Hispanics	168
Oriental	67
American Indian	3
Other	750

College of Nursing Newark

Total	533
White	374
Black	74
Puerto Rican	5
Other Hispanics	3
Oriental	16
American Indian	0
Other	61

# Graduate School of Business

Total	1350
White	992
Black	91
Puerto Rican	2
Other Hispanics	7
Oriental	66
American Indian	0
Others	192

# Newark School of Law

Total	772
White	526
Black	103
Puerto Rican	33
Other Hispanics	16
Oriental	4
American Indian	1
Others	89

Graduate School These figures include the Graduate School of Applied & Professional Psychology, the Graduate School of Criminal Justice and graduate divisions in New Brunswick and Camden as well as Newark

Total	6187
White	4986
Black	276
Puerto Rican	25
Other Hispanic	97
Oriental	412
American Indian	2
Others	389

University College These figures include the Evening Division and have been compiled for the three locales in the Newark area

	Newark	Jersey City	Paterson
Total	2285	332	215
White	982	188	187
Black	710	84	19
Puerto Rican	30	15	2
Other Hispanics	34	24	5
Oriental	16	5	0
American Indian	1	1	0
Others	512	15	2

Faculty Rutgers Newark These figures do not include adjuncts or professors in the Evening Division of University College or its extensions

<b>Total</b>	<b>374</b>
White	332
Black	29
Puerto Rican	3
Other Hispanics	3
Oriental	7
American Indian	0

Staff Rutgers Newark This figure is comprised of non faculty staff and includesicans

<b>Total</b>	<b>301</b>
White	142
Black	143
Puerto Rican	9
Other Hispanics	4
Oriental	3
American Indian	0

College of Medicine and Dentistry of New Jersey Newark Campus New Jersey Medical School student body

<b>Total</b>	<b>491</b>
White	384
Black	81
Hispanic	16
Oriental	9
American Indian	1

New Jersey Dental School Student body

<b>Total</b>	<b>195</b>
White	169
Black	14
Hispanic	4
Oriental	7
American Indian	1

Graduate School

<b>Total</b>	<b>72</b>
White	63
Black	1
Hispanic	1
Oriental	7
American Indian	0



Newark Campus	Faculty	
Total		471
White		372
Black		27
Hispanic		6
Asian		50
American Indian		0

#### Essex County College

	Faculty	All Employees
Total	215	597
White	134	260
Black	65	300
Hispanic	11	29
Asian	5	8

Total minorities 337 or 57%

Figures on the student body of ECC have not yet been received

**F BREAKDOWN - SPANISH-SURNAMED EMPLOYEES OF NEWARK AS OF JUNE, 1975**

TOTAL CITY PERSONNEL	6678
TOTAL SPANISH SURNAMED	230
Total Male	168
Total Female	62
<b>I OFFICIALS AND ADMINISTRATION</b>	<b>0</b>
<b>II PROFESSIONALS</b>	<b>55</b>
Male	45
8 permanent 27 temporary	
Female	20
2 permanent 18 temporary	
<b>III TECHNICIANS</b>	<b>10</b>
Male	9
3 permanent 6 temporary	
Female	1
1 temporary	
<b>IV PROTECTIVE SERVICE WORKERS</b>	<b>35</b>
Male	32
30 permanent 2 temporary	
Female	3
3 permanent	
<b>V PARA PROFESSIONALS</b>	<b>30</b>
Male	9
9 temporary	
Female	21
3 permanent 18 temporary	
<b>VI OFFICE AND CLERICAL</b>	<b>33</b>
Male	5
1 permanent 4 temporary	
Female	28
4 permanent 24 temporary	
<b>VII SKILLED CRAFT</b>	<b>4</b>
Male	4
2 permanent 2 temporary	
<b>VIII SERVICE AND MAINTENANCE WORKERS</b>	<b>62</b>
Male	62
43 permanent 19 temporary	

- 1 FINANCE DEPARTMENT
  - Professionals
    - Spanish Male 1 permanent 2 temporary
  
- 2 RECREATION AND PARKS
  - Professionals
    - Spanish Male 1 permanent
  - Service and Maintenance
    - Spanish Male - 2 permanent 1 temporary
  - Technical
    - Spanish Male 3 temporary
    - Spanish Female 1 temporary
  - Para Professional
    - Spanish Male 1 temporary
  
- 3 MUSEUM
  - Service and Maintenance
    - Spanish Male 2 permanent
  
- 4 LIBRARY
  - Professionals
    - Spanish Female 1 permanent 1 temporary
  - Para Professional
    - Spanish Female 2 permanent 5 temporary
  - Office and Clerical
    - Spanish Male - 1 temporary
  - Skilled Craft
    - Spanish Male 1 permanent
  - Service and Maintenance
    - Spanish Male 1 temporary
  - Part time
    - Para Professional
      - Spanish Female 1 permanent
    - Office and Clerical
      - Spanish Male 1 temporary
      - Spanish Female 5 temporary

5 MAYOR'S POLICY AND DEVELOPMENT OFFICE

Professional

Spanish Male 3 temporary

Office and Clerical

Spanish Female 2 temporary

Para Professional

Spanish Female 2 temporary

Technical

Spanish Male 1 temporary

Service and Maintenance

Spanish Male 1 temporary

6 DEPARTMENT OF ADMINISTRATION

Office and Clerical

Spanish Female 4 temporary

Spanish Male 1 permanent 1 temporary

Professional

Spanish Male 6 temporary

Spanish Female 3 temporary

Skilled Craft

Spanish Male 2 temporary

Para Professional

Spanish Male 1 temporary

7 OFFICE OF MANPOWER

Professional

Spanish Male - 1 temporary

8 DEPARTMENT OF PUBLIC WORKS

Service and Maintenance

Spanish Male 38 permanent 11 temporary

Protective Service Workers

Spanish Male 1 temporary

Para Professional

Spanish Male 2 temporary

Spanish Female 1 temporary

9. MUNICIPAL COURT  
Para Professional  
Spanish Female 1 permanent 2 temporary
10. RENT CONTROL  
Professional  
Spanish Male 1 temporary  
  
Office and Clerical  
Spanish Female 1 temporary
11. HUMAN RIGHTS COMMISSION  
Professional  
Spanish Female 1 permanent  
Spanish Male 1 permanent 1 temporary  
  
Office and Clerical  
Spanish Female 2 temporary
12. PUBLIC INFORMATION OFFICE  
Professional  
Spanish Male 1 temporary  
Spanish Female 1 temporary
13. CITY CLERKS OFFICE  
Office and Clerical  
Spanish Male 1 temporary  
Spanish Female - 2 permanent 1 temporary
14. HIGH IMPACT ANTI-CRIME PROGRAM  
Professional  
Spanish Male 1 temporary
15. ENGINEERING DEPARTMENT  
Professional  
Spanish Male 1 temporary
16. PUBLIC SERVICE EMPLOYMENT PROGRAM  
Professional  
Spanish Male 4 temporary  
Spanish Female 1 temporary  
  
Office and Clerical  
Spanish Female 2 temporary
17. LAW DEPARTMENT  
Office and Clerical  
Spanish Female 1 temporary

## 8 COMPREHENSIVE MANPOWER DELIVERY SYSTEM

### Professional

Spanish Female 7 temporary  
Spanish Male 6 temporary

### Clerical and Office

Spanish Female - 4 temporary  
Spanish Male 1 temporary

### Para Professional

Spanish Female 3 temporary  
Spanish Male 1 temporary

## 9 FIRE DEPARTMENT

### Professional

Spanish Male - 2 permanent 1 temporary

### Protective Service Worker

Spanish Male 1 permanent

### Skilled Craft

Spanish Male 1 permanent

## 20 HOUSING DEVELOPMENT AND REHABILITATION CORPORATION

### Office and Clerical

Spanish Female 1 temporary

## 21 HEALTH AND WELFARE

### Professional

Spanish Male 7 permanent 1 temporary  
Spanish Female - 5 temporary

### Office and Clerical

Spanish Female - 4 temporary

### Para Professional

Spanish Male 4 temporary  
Spanish Female - 5 temporary

### Service and Maintenance

Spanish Male 6 temporary

### Technical

Spanish Male 2 permanent 1 temporary  
Spanish Female - 1 temporary

22 POLICE DEPARTMENT

Professional

Spanish Male 1 permanent

Technical

Spanish Male 1 permanent

Protective Service Workers

Spanish Male 29 permanent 1 temporary

Spanish Female 3 permanent

Office and Clerical

Spanish Female 1 permanent 1 temporary

## F. BOARDS AND COMMISSIONS

The Boards and Commissions within the Municipal Government were contacted regarding the ethnic breakdown of their members. Newark has 18 boards related to the Hispanic membership. This information is valid as of May, 1976.

### CITY OF NEWARK BOARDS AND COMMISSIONS

Names	Total Members	No. of Hispanics
Newark Human Rights Commission	5	1
Affirmative Action Review Council	10	1
Committee on the Status of Women	9	1
Central Planning Board	9	0
Alcoholic Beverage Control Board	3	0
Board of Adjustments	7	0
Public Library Board	8	0
Newark Parking Authority	5	1
Newark Housing Authority	5	0
Board of Education	12	1
Insurance Fund Commission	4	0
Pension Commission of the Employees Retirement System	10	0
Local Assistance Board Division of Welfare	6	1
Board of Electrical Standards and Appeals	4	0
Plumbers Board of Examiners	3	0
Fiscal Advisory Board	8	0
Newark Senior Citizens Commission	10	0
Newark Economic Development Corporation	20	1
Real Estate Board	7	0
Rent Control Board	5	1
Taxi Commission	4	0
Citizens Advisory Board	27	2
Housing Development and Rehabilitation Corporation	11	0



## G NEWARK HOUSING AUTHORITY

The Newark Housing Rights Commission contacted the Newark Housing Authority in regard to the claim made by its employees to not follow their policies and procedures. Following is the Housing Authority's reply as of May 28, 1976.

Exhibit I is a summary of the vacant and displaced as compared to the total number of residents in the public housing community.

Exhibit II is the employment breakdown by job classification and ethnic background as of 1976.

Exhibit III The Newark Housing Authority submitted a copy of their Tenant Success Plan as of April 1976. It includes twenty-one HUD regulations regarding tenant "conduct matters" and other charges of the administration of rules for public housing residents.

Copies of these are available at the Newark Housing Authority. It is too lengthy for the Commission to re print at this time.

Exhibit IV During the Public Hearing Proceedings, speaker from F.O.C.U.S. submitted a listing of persons who claimed they were on waiting lists for the Housing Authority for an extensive period of time. Attached is the Housing Authority's reply.

The Newark Housing Authority is currently translating resident cases into Spanish.

### EXHIBIT I HISPANIC RESIDENCY IN NEWARK'S PUBLIC HOUSING

Project	Total No. of Tenants (Families)	Hispanic Number	Residents (Families) %
2-1 S. Boyden	497	95	19.1%
2-21E S. Boyden E	356	3	.84%
2-21F S. Boyden E	200	1	.50%
2-2 Pennington	232	58	25.0%
2-5 Baxter	563	50	8.9%
2-22B BaxterE	248	1	.40%
2-6 S. Crane	351	1	.28%
2-16 S. Crane E	193		
2-22C S. Crane E	372	1	.27%
2-22D S. Crane E	371	-	
2-7 Hyatt	388	79	20.4%
2-8 Fuld	295	-	
2-9 Roosevelt	272	49	18.0%
2-10 Kretchmer	667	162	24.3%
2-17 Kretchmer E.	189	2	1.1%
2-21A KretchmerE	432	2	.46%
2-11 Walsh	474	47	9.9%
2-12 Hayes	1276	1	.08%

2-18 Hayes E	94		—
2-13 Columbus	839	274	15.5
2-14 Bradley	296	1	34
2-15 Wright	438	1	23
2-19 Scudder	1347	35	2.6
TOTAL	10,390	863	8.3%

## EXHIBIT II

### Employee Demographics

#### NRHA

#### Numbers and Percentages of Employees

Employee Category	Male				Female			
	White	Black	Hispanic	Other	White	Black	Hispanic	Other
I Administration	22	12	0	0	2	0	0	0
II Professionals	17	3	1	0	5	3	0	0
III Technicians	63	40	9	2	14	21	0	1
IV Protective Service	2	14	3	0	0	3	0	0
V Clerical	16	25	1	1	25	27	5	0
VI Skilled Crafts	126	42	9	0	0	0	0	0
VII Service/Maintenance	141	258	47	0	35	32	3	0
TOTALS	387	394	69	3	81	86	8	1

MALE 853

FEMALE 176

TOTAL 1029

WHITE 45.0%

BLACK 47.6%

HISPANIC 7.0%

OTHER 0.4%

## EXHIBIT IV

### Disposition of Hispanic Families Cases

per Public Hearings

March 24 and March 25 1976

LA FARRERE, Antonio Nothing on File

LOPEZ, Elpidio - Sent to 27, 11/17/75, \$83, applied 4/16/75

LOPEZ, Hector - Completed Home Visit - Columbus \$79 - applied 12/23/74 - Work take  
Walsh - Never went out

LOPEZ, Jose - Nothing on File

LOPEZ, Luis - Completed Home Visit 2-25-73 rooms \$88 - applied 11/8/73 - Failure to keep  
Appt. at 2-25

LOPEZ, Maria - On file reviewer's desk - needs to bring a L C W form - applied 3/8/69, 5  
rooms

MALDONADO, Bienvenido - Nothing on File

MELLENDEZ, Raphael - Nothing on File

MARRERO, Nidia - Sent to 210, 12/8/75, \$59, 4 rooms, applied 1/16/73

MELLENDEZ, Reina - Sent to 212, 2/20/76, \$110, applied 11/8/73

MENDEZ, Alonzo - Nothing on File

MENDEZ, Francisco - Completed Home Visit 2-7-75 rent \$100 - applied 9/25/70, wants Hyatt  
F D R, never went out

MUNIZ, Francisco - Nothing on File

NEGRON, Carmelo - No record of her living at 16 Sheffield Dr - must be doubled up with  
someone

MUNOZ, Maria - Nothing on File

PEREZ, Americo - Nothing on File

PEREZ, Inocencio - Nothing on File

PEREZ, Justiniano - Pending Home visit, rent \$49, applied 3/20/73

RAMOS, Irma - Nothing on File

RIVIERA, Carmen - Completed Home Visit - Pennington Ct - applied 5/29/73, 4 rooms \$59

RIVERA, Gertrudis - Completed Home Visit - 2-2-76 applied 2-2-74 5 rooms sent to Wash 3/13/76, returned by Mgr interested in Hyatt or Stella Wright

RIVERA, John - Nothing on File

RIVERA, Lucette (z Belen) - Completed Home Visit - Wants Baxter or any low rise 5-0-4 rooms applied 1/4/71

ADELINO, Viana - Nothing on File

BERRIOS, Enedil - Completed Home Visit -Wash listed as emergency had been made to move from 31-33 Wakeman Avenue due to poor housekeeping sent to 2-11 on 8/18/75 and returned by Manager Rent \$91 Needs 6 rooms Applied 9/2/69

CARDONA, Rosa - Applied 2-24-76 4 rooms rent \$56 sent to 2-3-1-78/75

CARDONA, Carmel - Applied 10-14-74 6 rooms \$74.00 Completed Home Visit-Columbus (Sent back from Columbus, no apt available)

CARRASQUILLO, Anna - Sent to Seadder 10-8-75 Applied 5-17-73 4 rooms rent \$48

CASIANO, Ana M - Living at Columbus Homes.

CASTROVELARI, Maria - Italian, speaks very little English. At one time she was supposed to have owed money to Columbus. Until the Legal Department clarified her status, we could not house her. She was supposed to have rented at Columbus and never moved in. She wants Stephen Crane only

CINTRON, Carmen - Sent to Columbus Homes 1, 21/76, rent \$63 , 5 rooms

CORTEZ, Anna - Living at Columbus Homes.

COSTA, Mageta Jose - Nothing on File.

FIGUEROA, Guadalupe - Sent to Kreitzmer 10-7-75, \$80 Applied 10-14-71 5 rooms

GARCIA, Blanca - Nothing on File

GOMEZ, Gidalio - Nothing on File

GONZALEZ, Robert - Nothing on File

GONZALEZ, Juanita -- Peonang House Vols. 885 -- 7 rooms -- period 3 11 '64

GONZALEZ, Rafael -- Nothing on File

HERNANDEZ, Felix -- Street Wagon Homes 3 11 '76 -- 5 90 -- Vol. 400 -- 2 5 rooms

## H NEWARK MANPOWER PROGRAMS

The New Jersey Advisory Committee of the U.S. Commission on Civil Rights has recently completed a report entitled "Hispanic Participation in Manpower Programs in Newark, New Jersey." A member of the said Committee, Gonzales spoke at the hearing summarizing the Advisory Committee findings and requested that the complete report be included as part of the testimony. Such inclusion was prohibited repeating the entire report which is available from the U.S. Commission on Civil Rights. Reported are the findings listed by Ms. Gonzalez in her testimony.

1. With respect to the Manpower Advisory Planning Council, the Advisory Committee found that Hispanics were underrepresented on this most important planning body.

2. With respect to staffing patterns, we noted that racial Manpower Programs Hispanics were concentrated in the lowest and lowest salary ranges with no representation in the highest salary levels. We also noted that during the time of our study considerable improvements were made with respect to the overall percentage of Hispanics employed in the City's Manpower Programs. The breakdown was however, I am not able to give at this particular moment. It may certainly reflect as the latest reports have come in, it perhaps the same situation as to black and lower salary range representation is still the case. We may not, but that remains to be seen.

3. As regards kind of the two major Manpower Programs (CMS and PSIP [Comprehensive Manpower Delivery System and Public Service Employment Program]) we noted that the former substantial representation while the other severely underrepresented Hispanics as clients. At the present, however, substantial improvements have occurred in this program.

4. Finally, with respect to subcontractors, three were found to seriously underrepresent Hispanics both in terms of numbers and the salaries given to them. Also, three were found to adequately represent Hispanics. As we stated earlier, a number of specific recommendations were made aimed at improving the lot of Hispanics in Newark's Manpower Programs.

The Mayor's Office of Evaluation and Training (formerly Manpower) was contacted regarding further information on Hispanic program participation.

The following information was submitted to the Newark Human Rights Commission:

During the past fiscal year 500 Hispanics were served at the Manpower Skill Center. Presently 89 Hispanics are enrolled.

There are 40 professional staff persons at the center, one Hispanic member.

There are four Hispanics on the Manpower Planning Advisory Council.

The Puerto Rican Veteran's Association was informed that the MOET was not able to fund their proposal for non English speaking Hispanics.

Within the Comprehensive Employment and Training Delivery System

Total number of staff, 99

Number of Hispanics, 11

Total number of people now serviced by C E T D S 1445

Total number of people serviced by C E T D S as of 5/31/76 - 5577

Total number of people serviced by C E T D S as of 3/31/76-4882

Total number of Hispanics serviced by C E T D S as of 3/31/76-1695

Funding source United States Department of Labor

## I. MAYOR'S POLICY AND DEVELOPMENT OFFICE

### HOUSING AND COMMUNITY DEVELOPMENT PROGRAMS

The primary policy of the Department of Community Development programs is the development of viable urban communities which will provide economic, social, and living environment and expanded economic opportunities primarily for persons of low and moderate income. The activities will include: A) projects of new construction activity which is geared or determined and appropriate for rehabilitation, public works facilities and improvements; B) comprehensive clearance and rehabilitation of buildings; social projects for needy or handicapped persons; rental or expenses provision of public and social services; and of course work relating other federal funds competing in the renewal projects and planning and administrative costs.

The HUD program as stated in the objectives and listing of eligible activities is primarily a physical development program.

Social service programs that are funded under HUD generally have a city wide service area. However, there are several programs receiving HUD funding that are bilingual and bicultural in their scope and content. For example, Consumer Action receives HUDA funding. The local community outreach offices of this program serve the entire City. Clients of the North Ward Office are predominantly Spanish speaking. Information disseminated by Consumer Action is written in Spanish and English. The program however is not a City wide program. CLRA, a residential drug addiction rehabilitation program is funded through HUDA funds. However, CLRA receives its funding through the Multiphasic Drug Treatment Program as one of seven affiliated Newark treatment programs that receive funding from HUDA. In short, it is difficult to measure the extent of the impact of HUDA funds on Newark's Spanish speaking population.

The following summaries of HUDA redevelopment areas were included in this informal package, because the residents who will benefit from the program are mostly Spanish speaking.

#### JAMES STREET ARFA

The James Street Study, funded by the National Endowment for the Arts and MPIHO will primarily benefit the 70% Spanish speaking James Street community. The study now complete was conducted to develop ways of improving the James Street area community.

The study area is a 24 block area bounded by Becker Street on the South, Halsey Street on the East, Orange Street on the North, and Summit Street on the West.

The majority of the area is predominantly brick and masonry. Several of the houses are of an architecturally significant style. Over the next three years, the majority of the houses will be rehabilitated New Jersey style in line with the present style of housing, a strong proposal for currently vacant lots and wherever demolition will be necessary. Two new parks and also plans for the area's few recreational venues are adequate. The area has a certain historical significance with many structures dating back to the 1840's and built by the Ballantine family. Other houses were structures in the Underground Railroad. The area offers a unique opportunity to use Newark's past for the benefit of the present.

#### SOUTH BROAD STREET VALLEY AREA

The South Broad Street Valley Area is bounded by Chestnut Street, Grant Street on the North, High Street, Clinton Avenue, Johnson Avenue and Elizabeth Avenue on the West, East Passaic Street on the South, and the Passaic River on the East. It is composed of the following census tracts: 57, 59, and 67.

A population of nearly 20,000 persons is housed in this urban community. Hispanics represent 67% of the total population. A portion of the suburb was designated as



Project Rehab area. To date approximately 60 units within two structures have been rehabilitated.

The Newark Housing Authority commissioned Portia and Rex Associates, Inc. to develop a preliminary study of the area. Their concept plan, Gateway 2000, envisions the development of a thriving city over portions of the South Broad area, which would consist of high rise buildings, hotels, a sports complex, schools, an art center, apartment buildings, restaurant, department stores, retail stores, and parking facilities. The price cost is estimated at \$2.5 billion.

St. Columba's Church has a preschool program. Social activities in this area center around the church. A 540 unit senior citizen housing development at 1060 Broad Street is waiting final state approval. The state has floated bonds for \$6 million. The Shalom Center Towers, consisting of 68 units is now ready for occupancy. Other activities will soon be completed in this area. Scattered site and tenancy housing development is being sponsored by the Newark Redevelopment and Housing Authority.

A percentage of the \$3,115,000 allocated for property acquisition in 1976-77 under HUD/DA Housing Community Development Act funding will be used in the South Broad Valley area. The Emergency Housing Facility Project will perform rehabilitation work on city-owned structures to make available housing units in cases of emergencies. The City's Demolition Team will tear down unsafe and hazardous structures in the area.

During the first year, HUD/DA funds of over \$1,762,031 were allocated for the South Broad Valley Area.

### ST. LUCY'S AREA

The total population of census tracts 88 and 90, which are in the St. Lucy's area is 5,832 people, of this total amount 36.6% are Hispanics.

A total amount of \$3,115,000 has been allocated for and acquisition. A percentage of this amount will be used in this area.

Under the Community Development Block Grant program funds for tree treatment and street lighting improvements has been granted. Trimming the trees and improving the street lighting would increase the visibility and deter crime. Demolition and emergency housing facilities monies will also be spent in this area. By demolishing undesirable and abandoned buildings the environment will become a healthier and safer place to live.

Relocation assistance services will be provided for those in need of this service. In addition, the Home Loan Program, a rehabilitation program will be made available on a City-wide basis for Newark homeowners. The following is a list of programs which are funded by the Mayor's Policy and Development Office through HUD/DA funds.

1. United Families Day Care  
75 Park Avenue  
Newark, New Jersey
2. Gladys Dickinson Health Station  
95 7th Avenue  
Newark, New Jersey

## OTHER SOCIAL PROGRAMS

### Puerto Rican Juvenile Delinquency Program- Second year HCDA under High Impact

This new program will address itself to the problems of growing delinquency among the Spanish speaking youth in the City of Newark. These youth for the most part are not being served by other social preventive programs. The program which is designed to offer extensive services to the dedicated and non-dedicated youth and will be located in Newark's North Ward.

ASPIRA recently received a grant to the amount of \$11,078 for disadvantaged youth. The grant is for a school employment and career development program. The grant was received from the N.J. State Department of Community Affairs.

CURA 75 LEWIS PARK A residential treatment program for rehabilitation of the Hispanic drug addict.

## J. DIVISION OF PUBLIC WELFARE

The Newark Human Rights Commission contacted the Division of Public Welfare requesting information regarding the ethnic breakdown of their employees and of clients receiving General Assistance. This information was necessary in order to compare the number of Hispanic clients in proportion with the number of Hispanic employees. Following is the Division's reply as of June 9, 1976:

1	Total number of clients on City Welfare rolls	9,262
2	Number of Hispanic clients receiving General Assistance	927
3	Total number of staff employed by the Division of Welfare	95
4	Number of Hispanics employed by Division of Welfare	1
5	Number of CETA employees	31
6	Number of Hispanics employed under CETA program	3
	1 Welfare Investigator - annual salary	\$6,798.50
	1 Welfare Investigator - annual salary	7,897.50
	1 Social Caseworker - annual salary	8,264.00
7	Total number of Work Experience carolans	4
8	Number of Hispanic carolans in Work Experience Program (annual salary)	1
9	Brief description of any existing programs available to Newark's Hispanic Welfare clients	

Regulations and procedures in the Administration of the General Assistance Program are applicable to all segments of the population, without regard to race, religion or sex."

## K. WORK EXPERIENCE FOR YOUTH PROGRAM

The Newark Human Rights Commission conducted the Work Experience for Youth Program, gathering the ethnic breakdown of its employees. Following is their response as it relates to their employment of Hispanics.

### A. The number of persons hired in the Summer Program, SPEDY 1975

STAFF	ENROLLEES
320	8,536

### B. The projected number of persons hired in the Summer Program for 1976

STAFF	ENROLLEES
143	6,615
	515 allotted to the Mt. Carmel Guild
	6,100

### C. The racial breakdown of those hired in the 1975 SPEDY Program

STAFF	ENROLLEES
253 Black	7,359 Black
31 Caucasian	606 Caucasian
36 Spanish	474 Spanish
	97 Info. not Available
320	8,536

### D. The racial breakdown of those hired in the 1976 SPEDY Program

STAFF	ENROLLEES
65 Black	N/A
14 Caucasian	N/A
3 Spanish	1,500*

\* This figure due to special recruitment programs and in Spanish Oriented agencies

### E. The number of staff SPEDY employment throughout the year

13 CMDS  
10 PLP  
23

### F. Breakdown according to race and job title of those employed throughout the year

There are thirteen (13) persons employed on CMDS. 10 African Black and 3 are Hispanic

Job Titles include

Deputy Director  
Secretary

Coordinator of Operations  
Administrative Assistant  
Clerk Typist  
Counselor  
Job Developer

There are ten (10) Public Employment Program (PEP) employees. Of these ten, two (2) are white, eight (8) are Black, none are Hispanic.

Job titles include:

Senior Personnel Technician  
Field Representative  
Receptionist

## L. NEWARK BOARD OF EDUCATION

The Newark Human Rights Commission contacted the Newark Board of Education in regard to information pertaining to the ethnic breakdown of its employees and students. Following is the Board of Education's reply as of June 15, 1976.

### 1. Copy of the Affirmative Action Plan

A copy of the Newark Board of Education's Affirmative Action Plan for School and Classroom Practices was submitted.

2. Total number of students enrolled in the Newark school system 72,770

3. Total number of Hispanic students enrolled in Newark school system 12,735

4. Total number enrolled in the Bilingual Program broken down by ethnic groups

Hispanic	5,041
White	1,165
Black	221
American Indian	2
Asian	72

5. Total number June, 1976, graduates 2,287

6. Total number Hispanic students graduating in June 864

7. Breakdown of all State and Federal funds coming to the Newark Board of Education and a listing of programs to which these funds are applied

The Board of Education forwarded a copy of their Outline of Federal Programs for Education FY 1975-1976. It did not include any programs geared specifically to the servicing or interests of the Hispanic student or community.

8. Following is a summary of the Board of Education's work force breakdown as it relates to its Hispanic employees. This report was effective as of October 1, 1975.

Full Time Staff	Total Male	Total Hispanic	Total	Total Hispanic
		Male	Female	Female
Officials, Administrators, Managers	42	0	9	0
Principals	66	1	23	0
Assistant Principals, Teaching	0	0	0	0
Assistant Principals, Non-teaching	87	1	37	1

	Total Male	Total Hispanic Male	Total Female	Total Hispanic Female
Elementary Classroom Teachers	562	33	1,436	105
Secondary Classroom Teachers	24	0	500	30
Other Classroom Teachers	46	3	207	3
Guidance	38	4	67	3
Psychological	11		16	
Librarians Audiovisual Staff	8	0	64	0
Consultants and Supervisors of Instruction	80	2	33	
Other Professional Staff	9	0	135	8
Other Aides	9	1	210	7
Technicians	14	0	5	0
Clerical Secretarial Staff	15	0	354	22
Service Workers	708	14	1285	54
Skilled Crafts	30	2	20	0
Laborers, unskilled	13	1	1	0
PART TIME STAFF				
Professional Instructional	199	10	276	9
Other	45	4	114	4
NEW HIRES (7-1-75 - 10-1-75)				
Officials, Administrators Managers	2	0	0	0
Principals, Assistant Principals		0	0	0
Other Professional Staff	25	2	31	4
Para Professional Staff	17	0	23	0

## M NEWARK HEALTH FACILITIES

A visit to the city-owned health facilities in New York-St. Michael's Hospital, United Hospital, New York City, St. Michael's Dominican Hospital, and the City of Newark, was scheduled during the course of the project. All three hospitals cited above employ bilingual personnel.

Nurses at all three are given in-service training in the Spanish language. United Hospital's physician staff, however, is well-versed in both Spanish and English.

At St. Michael's Hospital, bilingual workers are employed in the emergency and outreach departments. There, too, forms are bilingual.

It unfortunately appeared that the city program was the weakest.



## IV. CONCLUSION

### A. Commission Position

After careful review of the information at hand, the Newark Human Rights Commission is compelled to conclude that the business and industry in the Hispanic community is in a state of neglect and is well on its way to ruin. The Hispanic community of Newark is at a growing risk of being lost as an opportunity and impetus to enter into the mainstream of the city's life.

A disturbing factor that emerged through the hearing testimony and background data was the lack of adequate census information of the Hispanic community. The existing census data is outdated from the 1970's, the 1980 census is not available and the 1990 census of the Puerto Rican population in the City of Newark. The census data is an integral part of the allocation of government jobs, services and resources, as well as state and federal funds. Therefore it is critical for the City of Newark to employ competent staff to conduct a census. We urge the United States Census Bureau to conduct a recount of the City of Newark using bilingual forms, enumerators and other staff.

Another extremely disturbing factor surfaced through the hearing testimony. Stories of racial discrimination against Hispanics was not only being experienced by the White community but also by the Black community as well. Professor Jose Rivera referred to this phenomenon as the "piece of the pie syndrome." Whether this discrimination is actual or perceived, the charge that "the attitude of this Administration and citizenry of the City of Newark with respect to the Puerto Rican community" is directly analogous to the same attitude of the citizens of the Administration with respect to the Black community must be answered by the present Administration.

There are certain programs, projects and agencies that have been and continue to be extremely responsive to the needs of the Hispanic community. The Commission commends them. Other groups require vast improvement in their relationships with the Hispanics in the city. It is hoped that this report will serve as a guide for them.

The Newark Human Rights Commission recognizes its responsibility to support certain activities regarding Hispanics in the field of Alternative Action in city employment, participation in the work force on taxidermied construction sites and the work forces of city vendors. Activities in the community relations area must continue to diversify and honestly solve the problems of Hispanics. Complaints by Hispanics of discrimination in housing, public accommodations and employment must be investigated effectively and expeditiously. These are the commitments of the Newark Human Rights Commission. We will continue our efforts to maintain a dialogue between the Hispanic community and the Administration and offer this report as evidence of our dedication to change.

### B. Recommendations

The Newark Human Rights Commission has found evidence of discrimination against Hispanics in Newark in both the public and private sectors. Equal opportunity policies, whether by intent or effect, have not remedied this situation. Positive affirmative adjustments are necessary for the effective delivery of services to the full participation of Hispanics in the city.

Therefore we recommend:

#### City Government

1. The City's Alternative Action Plan must be fully implemented to ensure employment of Hispanics reflective of their numbers in the population. This must apply to all federally funded as well as City funded jobs.

2. Every government department particularly those having direct contact with the public, should employ bilingual personnel.

3. The Newark Police and Fire Departments should actively recruit and employ Hispanics.

4. Pertinent City publications and documents should be made available in both English and Spanish similar to those already published by the Newark Public Information Office and the Newark Office of Consumer Affairs.

5. Hispanics must be given the opportunity for upward mobility within the City structure, so that they are represented in high level positions.

6. Every effort should be made to ensure that state and federal funds are equitably distributed among all segments of the population. For public assistance and funds received for their disbursement by the Mayor's Policy and Development Office and the Office of Employment and Training (formerly Manpower), is essential.

7. Hispanic representation on all boards and commissions must be increased to adequately represent the interests of that community.

8. The Newark Welfare Division must increase its number of Spanish speaking employees to adequately deal with the large number of Hispanics on its caseload.

9. The Newark Housing Authority should ensure Hispanic residency for Tenant projects and Hispanics participation in the tenant government process.

10. The City of Newark should continue to conduct voter registration drives directed at Hispanics potential voters.

11. The Affirmative Action Review Council should take steps to ensure that Hispanics participate in all contracting and bid construction sites and are correctly reported.

12. The City of Newark should give its non-Hispanic employees the opportunity to learn Spanish and in the customs and culture of Hispanics similar to the Bilingual Awareness Program which should be expanded and taken in the Health Division.

13. The City Board of Education and Housing Authority recreation departments should encourage and ensure participation of Hispanic youngsters in all programs.

14. The City should cooperate with private agencies to ensure bilingual services including, but not limited to, legal aid.

## **Education**

There must be strong measures taken to decrease the extremely high dropout rate among Hispanics.

2. There must be strong measures taken to bring up the reading levels of Hispanic students and ensure that those just beginning school do not fall behind.

3. The Board of Education should implement its own Affirmative Action Plan to increase the number of Hispanic administrators, teachers, guidance counselors and school office staff.

4. The Board of Education should seek additional funding specifically for Hispanic remedial programs and expansion of bilingual programs.

5. Institutions of higher learning are urged to strengthen and continue Affirmative Action Plans for Hispanic students.

6. Programs and projects dedicated to needs of Hispanic students must be continued at institutions of higher learning.

#### **Civil Service**

1. All salaries must be equalized to stop the practice of unequal salaries for bilingual titles.
2. Active recruitment of Hispanics is urged for employment on all levels through bilingual bulletins and other literature.

#### **Private Sector**

1. All area hospitals, both public and private, are strongly urged to implement bilingual programs such as those at St. Michael's, United Hospitals and Martland Medical Center.
2. The Chamber of Commerce should actively urge and train its members to implement effective Affirmative Action Plans and bring the City Hispanic work force to a level where it at least reflects the Hispanic population.

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**Conclusiones obtenidas por la Comisión de Derechos Humanos de Newark mediante el estudio de las Vistas Públicas para la Comunidad Hispana, celebrada en Marzo 24 y 25 de 1976.**

**A. Posición de la Comisión:**

Después de una cuidadosa revisión de la información a mano, la Comisión de Derechos Humanos de Newark se ve forzada a pedir que termine la práctica de "negocio como de costumbre", que, para tratar a la comunidad hispana se utiliza en todos los niveles de gobierno y en el sector privado. La población hispana de Newark está creciendo constantemente, y debe dársele la oportunidad y el ímpetu necesario para que pueda entrar a la corriente central de la vida de la ciudad.

Un inquietante factor que emergió a través del testimonio dado en las Vistas Públicas y los datos antecedentes, fué el de la falta de información precisa de censo sobre la comunidad hispana. Los estimados ofrecidos durante las Vistas Públicas fluctúan entre 45,771 habitantes hispanos reportados por el Censo Nacional de 1970, hasta 95,000 según el estimado de estadísticas variables que arroja un estudio de la población hispana de Newark hecho por la Casa de Don Pedro. El conteo de un censo es parte integrante de la distribución y asignación de empleos, servicios y recursos, así como de fondos estatales y por lo tanto, es crítico que el gobierno federal provea un conteo completo y preciso de todos los ciudadanos. Hacemos un llamado al Bureau del Censo de los Estados Unidos para que conduzca un recuento en la ciudad de Newark, utilizando planillas, enumeradores y personal bilingüe para el mismo.

Otro factor extremadamente inquietante salió a relucir mediante el testimonio ofrecido durante las vistas. Los oradores hispanos presentes declaran que sienten que el discrimen contra hispanos no es solo una práctica de la mayoría blanca de la ciudad, sino también de la comunidad negra. El Profesor José Rivera, al referirse a este fenómeno, le llama "el síndrome del pedazo de pastel". Pero, ya bien sea que este discrimen sea real o solo percibido, la acusación de que, la actitud de la Administración y la población de la ciudad de Newark con respecto a la comunidad puertorriqueña, que es directamente análoga a la actitud similar asumida por la Administración de Addonizio hacia la comunidad negra, tiene que ser enfrentada por la Administración presente.

Existen ciertos programas, proyectos y agencias que han sido, y continúan siendo, extremadamente respondientes a las necesidades de la comunidad hispana. Esta Comisión les encomia. Otros grupos requieren una basta mejora en sus relaciones con los hispanos de la ciudad. Es nuestra esperanza que este informe le sirva de guía a estos últimos.

La Comisión de Derechos Humanos de Newark, reconoce su responsabilidad de acelerar sus propias actividades concernientes a los hispanos en el campo de acción afirmativa que trata con empleo municipal, la participación en la fuerza laboral de aquellos lugares de construcción que cualifican para la rebaja de impuestos, y las fuerzas laborales de aquellas firmas que hacen negocio con el gobierno municipal. Las actividades de relaciones comunales deben continuar discerniendo, y esperanzadamente, tratar de resolver, los problemas hispanos. Las querellas que hacen los hispanos sobre discrimen en las áreas de vivienda, acomodo público, y empleo deben de ser investigadas prudente y efectivamente. Estos son compromisos que tiene la Comisión de Derechos Humanos de Newark. Nosotros continuaremos nuestros esfuerzos por mantener el diálogo entre la comunidad hispana y la administración, y ofrecemos este informe, como evidencia de nuestra dedicación porque la situación cambie favorablemente.

**Recomendaciones**

La Comisión de Derechos Humanos de Newark ha encontrado evidencia de discrimen contra los hispanos en Newark, tanto en el sector público como en el privado. Las políticas de igualdad de oportunidades, intencionadas o en vigor, no han remediado la situación. Es necesario establecer ajustes positivos y afirmativos para obtener un rendimiento efectivo de servicios a, y una completa participación de, los hispanos de la ciudad.

**Por lo tanto, recomendamos que:**

### **En el Gobierno Municipal**

1. En Plan de Acción Afirmativa de la Ciudad tiene que ser firmemente implementado para asegurar empleo a hispanos, de una manera tal, que refleje el número de su población. Esto tiene que aplicarse a todos los empleos establecidos con fondos federales o con fondos municipales.

2. Todo departamento gubernamental, particularmente aquellos que están en contacto directo con el público, deberán emplear personal bilingüe.

3. Los Departamentos de la Policía y de Bomberos deben reclutar y emplear hispanos activamente.

4. Aquellas publicaciones y documentos municipales pertinentes, deberán proveerse al público, tanto en el Español como en Inglés, a manera similar a los que ya publica la Oficina de Información Pública de Newark y la Oficina de Asuntos del Consumidor de Newark.

5. Se tiene que dar oportunidad a los hispanos a que progresen dentro de la estructura municipal, de modo que puedan tener representación en todos los niveles y posiciones.

6. Se debe hacer toda clase de esfuerzo para asegurar que los fondos estatales y federales sean distribuidos equitativamente entre todos los segmentos de la población. Es esencial que se de a conocer públicamente, y por completo, toda información sobre todos los fondos recibidos y la distribución de los mismos, por la Oficina de Políticas y Desarrollo del Alcalde y la Oficina de Evaluación y Entrenamiento (anteriormente conocida como Manpower).

7. Tiene que aumentarse la representación hispana en todas las juntas y comisiones municipales, para representar adecuadamente los intereses de la comunidad hispana.

8. La División de Bienestar Público de Newark tiene que aumentar el número de empleados de habla hispana, para que se pueda atender adecuadamente al gran número de casos que reciben.

9. La Autoridad de Hogares de Newark debe asegurar la residencia de hispanos en todos los proyectos de vivienda y la participación hispana en el proceso de gobierno de los inquilinos.

10. La ciudad de Newark debe continuar conduciendo campañas de inscripciones de votantes dirigidas a matricular el potencial de votantes hispanos.

11. El Concilio de Revisión de Acción Afirmativa deberá tomar medidas para asegurarse de que los hispanos están participando de entrenamiento en lugares de construcción de impuestos rebajados, y que se informe, con precisión, sobre el particular.

12. La ciudad de Newark debe ofrecer a sus empleados no-hispanos la oportunidad de aprender Español y estudiar las costumbres y cultura de los hispanos, como lo hace el programa Boricua Awareness -que debe expandirse- y que conduce al presente la División Municipal de Salud.

13. La ciudad, la Junta de Educación y la Autoridad de Hogares, deberán ofrecer facilidades y asegurar la participación de jóvenes hispanos en todos los programas que ofrezcan sus departamentos de recreos.

14. La ciudad deberá cooperar con las agencias privadas para asegurar que se ofrezcan servicios bilingües, incluyendo, pero no limitándose a, la ayuda legal.

### **En Educación**

1. Se tienen que tomar fuertes medidas para aminorar el extremadamente alto porcentaje de jóvenes hispanos que abandonan la escuela.

2. Se tienen que tomar fuertes medidas para mejorar el nivel de lectura de los estudiantes Hispanos y asegurar que aquellos que apenas comienzan la escuela no se atrasen.

3. La Junta de Educación deberá implementar su propio Plan de Acción Afirmativa para aumentar el número de administradores, profesores, consejeros, y personal escolar hispano.

4. La Junta de Educación deberá solicitar fondos adicionales, específicamente para programas de corrección de hábitos de estudio, lectura, y la expansión de los programas bilingües.

5. Las Instituciones de Educación Superior deberán reforzar y continuar sus planes de Acción Afirmativa para estudiantes hispanos.

6. Los programas y proyectos dedicados a las necesidades específicas de los estudiantes hispanos deberán ser continuados en las instituciones de educación Superior.

#### **En el Servicio Civil**

1. Todos los salarios deberán ser igualizados para ponerle punto a la práctica de salarios desiguales para títulos que implican capacidad laboral bilingüe.

2. Se urge el reclutamiento activo de hispanos para empleos en todos los niveles, mediante boletines y otra literatura bilingüe.

#### **En el Sector Privado**

1. A todos los hospitales del área, tanto públicos como privados, se les urge fuertemente el implementar programas bilingües, tales como los que han establecido el Hospital St. Michael, United Hospitals y el Centro Médico Martland.

2. La Cámara de Comercio deberá estimular y entrenar a sus miembros para que implementen planes de acción afirmativa efectivos, y para que pongan la fuerza laboral hispana de la ciudad a un nivel que refleje, al menos, la población hispana de Newark.